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Human Resources 2017-18

Institution: Southwestern Oklahoma State University (207865)

User ID: P2078651

Overview

Human Resources Overview

Welcome to the IPEDS Human Resources (HR) survey component. The HR component collects important information about your institution's staff.

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

See the instructions for the **Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources survey component.

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

If you have questions about completing this survey, please contact the IPEDS Help Desk at 1-877-225-2568.

Does your institution have any part-time staff?

If you answer Yes to this question, you will be provided the screens to report part-time staff.

- ☐ No
- ☒ Yes

Does your institution have graduate assistants?

- No**
Yes

Does your institution have 15 or more full-time staff?

- ☐ No
- ☒ Yes

Does your institution have a tenure system?

If you answer Yes to this question, you will be provided the screens to report some data by tenure status.

- No**
Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2016 and October 31, 2017** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons that were no longer on the payroll as of November 1, 2017. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer Yes to this question, you will be provided the screens to report full-time permanent new hires in Part H

- ☐ No
- ☒ Yes

Do ALL of the instructional staff at your institution fall into any of the following categories?

If you answer Yes to any of the questions below, you will NOT be required to report Part G - Salaries for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.

- | | | | | |
|----------------------------------|----|-----------------------|-----|---|
| <input checked="" type="radio"/> | No | <input type="radio"/> | Yes | Are ALL of the instructional staff military personnel? |
| <input checked="" type="radio"/> | No | <input type="radio"/> | Yes | Do ALL of the instructional staff contribute their services (e.g., members of a religious order)? |

You may use the space below to provide context for the data you've reported above.

[illegible]

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Tenured

**Number of Full-time Instructional Staff
With Faculty Status
Tenured**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1					1
Hispanic/Latino	1						1
American Indian or Alaska Native		1					1
Asian		1					1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	20	15	4	2			41
Two or more races							0
Race and ethnicity unknown							0
Total men	21	18	4	2	0	0	45

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1					1
Hispanic/Latino		1					1
American Indian or Alaska Native	2	1					3
Asian	1	4					5
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	13	16	2	2			33
Two or more races							0
Race and ethnicity unknown							0
Total women	16	23	2	2	0	0	43
Total (men+women)	37	41	6	4	0	0	88
Total from prior year							87

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track**Number of Full-time Instructional Staff****With Faculty Status****On Tenure Track**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			3				3
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian			3				3
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			13				13
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	20	0	0	0	20

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1	2				3
Hispanic/Latino				1			1
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		3	11	1			15
Two or more races			1				1
Race and ethnicity unknown							0
Total women	0	4	14	2	0	0	20
Total (men+women)	0	4	34	2	0	0	40
Total from prior year							47

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Multi-Year Contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Multi-Year Contract**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>Nonresident alien</u>	0						0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>							0
<u>Two or more races</u>							0
<u>Race and ethnicity unknown</u>							0
Total men	0	0	0	0	0		0

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>Nonresident alien</u>							0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>							0
<u>Two or more races</u>							0
<u>Race and ethnicity unknown</u>							0
Total women	0	0	0	0	0		0
Total (men+women)	0	0	0	0	0		0
Total from prior year							

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Annual Contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Annual Contract**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino				1			1
American Indian or Alaska Native				2			2
Asian							0
Black or African American				1			1
Native Hawaiian or Other Pacific Islander							0
White		1	1	20			22
Two or more races							0
Race and ethnicity unknown							0
Total men	0	1	1	24	0	0	26

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian				1			1
Black or African American							0
Native Hawaiian or Other Pacific Islander			1				1
White			6	38			44
Two or more races				1			1
Race and ethnicity unknown							0
Total women	0	0	7	40	0	0	47
Total (men+women)	0	1	8	64	0	0	73
Total from prior year							73

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Less-Than-Annual Contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Less-than-annual Contract**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0		0

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0		0
Total (men+women)	0	0	0	0	0		0
Total from prior year							

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration contract

**Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Indefinite duration contract**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

Part A1 - Full-time Instructional Staff - Without Faculty Status

**Number of Full-time Instructional Staff
Without Faculty Status
As of November 1, 2017**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Men

Race/ethnicity	Without Faculty Status
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
Two or more races	
<u>Race and ethnicity unknown</u>	
Total men	0

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total women	0

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function**Number of Full-time Instructional Staff**

As of November 1, 2017

- Report Primarily Instruction and Instruction Combined with Research and/or Public Service separately, as indicated below

	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year	Annual contract	Less-than-annual contract			
Instructional staff	88	40	0	73	0	0	0	201
Total carried forward from previous screens	88	40	0	73	0	0	0	201
Primarily Instruction	88	40	0	73	0	0	0	201
<input checked="" type="radio"/> Exclusively credit	88	40		73				201
<input checked="" type="radio"/> Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff			
As of November 1, 2017			
Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	4	4	8
Hispanic/Latino	3	2	5
American Indian or Alaska Native	3	3	6
Asian	4	6	10
Black or African American	1	0	1
Native Hawaiian or Other Pacific Islander	0	1	1
White	76	92	168
Two or more races	0	2	2
Race and ethnicity unknown	0	0	0
Total	91	110	201
Total from prior year			207

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	4	0	
Hispanic/Latino	3		
American Indian or Alaska Native	3		
Asian	4		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	76		
Two or more races	0		
Race and ethnicity unknown	0		
Total men	91	0	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	4		
Hispanic/Latino	2		
American Indian or Alaska Native	3		
Asian	6		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	1		
White	92		
Two or more races	2		
Race and ethnicity unknown	0		
Total women	110	0	0

Total (men+women)	201	0	0
Total from prior year	207		

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White		3	3	5
Two or more races				
Race and ethnicity unknown				
Total men	0	3	3	7

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White		3	4	27
Two or more races				1
Race and ethnicity unknown				
Total women	0	3	4	28
Total (men+women)	0	6	7	35
Total from prior year		6	7	38

Part B1 - Full-time Non-instructional Staff by Occupational Category

**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native			1	1	
Asian					
Black or African American				2	
Native Hawaiian or Other Pacific Islander					
White	18	5	5	16	2
Two or more races					
Race and ethnicity unknown					
Total men	18	5	6	19	2

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
Nonresident alien					
Hispanic/Latino	1				
American Indian or Alaska Native					
Asian		1	1		
Black or African American	1			1	
Native Hawaiian or Other Pacific Islander					
White	7	17	9	7	4
Two or more races	1			1	1
Race and ethnicity unknown					
Total women	10	18	10	9	5

Total (men+women)	28	23	16	28	7
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Total from prior year	30	23	15	29	7
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Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full- time staff)
Nonresident alien						4
Hispanic/Latino	3					6
American Indian or Alaska Native						5
Asian						4
Black or African American	1					6
Native Hawaiian or Other Pacific Islander						0
White	25		1	17	1	177
Two or more races	4			1		5
Race and ethnicity unknown						0
Total men	33	0	1	18	1	207

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full- time staff)
Nonresident alien						4
Hispanic/Latino	8		2			13
American Indian or Alaska Native			2			5
Asian						8
Black or African American	1					3
Native Hawaiian or Other Pacific Islander						1
White	33		41		1	245
Two or more races	1					7
Race and ethnicity unknown						0
Total women	43	0	45	0	1	286

Total (men+women)	76	0	46	18	2	493
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Total from prior year	71	46	22	2	503
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Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure StatusNumber of Full-time Non-instructional Staff

As of November 1, 2017

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year	Annual contract	Less-than-annual contract			
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020	1	3		2				6
Library Technicians 25-4030							7	7
🎓 Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							35	35
Management Occupations 11-0000	6	1		1			20	28
Business and Financial Operations Occupations 13-0000							23	23
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							16	16
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							28	28
Healthcare Practitioners and Technical Occupations 29-0000							7	7
Total	7	4	0	3	0	0	136	150
Total from prior year	7	4		10			134	155

Part C - Full-time Summary**Summary of Full-time Staff**

As of November 1, 2017

• Data will not be generated on this screen until the relevant screens in the previous section have been completed.

Occupational category	With Faculty Status							Total
	Tenured	Not on Tenure Track					Without Faculty Status	
		On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	88	40	0	73	0	0	0	201
Exclusively credit	88	40		73				201
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020	1	3		2				6
Library Technicians 25-4030							7	7
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							35	35
Management Occupations 11-0000	6	1		1			20	28
Business and Financial Operations Occupations 13-0000							23	23
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							16	16
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							28	28
Healthcare Practitioners and Technical Occupations 29-0000							7	7
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								76
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								46
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								18
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								2
Total								493

Part G1 - Salaries Worksheet

Number of Full-time Instructional Staff
For Calculation of Total Number of Months

Annual Salary, 2017-18

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include ONLY full-time instructional staff
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	6			15		21	21
Associate professors	2			17		19	19
Assistant professors	2			23		25	25
Instructors	1			25		26	26
Lecturers						0	0
No academic rank						0	0
Total men	11	0	0	80	0	91	91
Total men full-time instructional staff from Part A						91	
Women							
Professors	1			15		16	16
Associate professors	8			19		27	27
Assistant professors	8			15		23	23
Instructors	1			43		44	44
Lecturers						0	0
No academic rank						0	0
Total women	18	0	0	92	0	110	110
Total women full-time instructional staff from Part A						110	
Total (men + women)	29	0	0	172	0	201	201
Total (men +women) full-time instructional staff from Part A						201	

Part G2 - Salary Outlays for Instructional Staff


Salary Outlays
for Full-time Instructional Staff

Annual Salary Outlays, 2017-18

- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	21	868,185			1,103,658	1,754,797
Associate professors	19	213,423			1,048,451	1,208,518
Assistant professors	25	198,000			1,244,928	1,393,428
Instructors	26	47,844			1,189,527	1,225,410
Lecturers	0					0
No academic rank	0					0
Total men	91	1,327,452	0	0	4,586,564	5,582,153
Women						
Professors	16	145,000			1,180,420	1,289,170
Associate professors	27	846,661			1,124,029	1,759,025
Assistant professors	23	818,126			779,263	1,392,858
Instructors	44	74,333			2,110,912	2,166,662
Lecturers	0					0
No academic rank	0					0
Total women	110	1,884,120	0	0	5,194,624	6,607,714
Total (men + women)	201	3,211,572	0	0	9,781,188	12,189,867

Part G3 - Average Salaries for Instructional Staff by Academic Rank**Average Salary by academic rank
for Full-time Instructional Staff****Annual Average Salaries, 2017-18**

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	 Equated 9 months
Men						
Professors	21	144,698			73,577	83,562
Associate professors	19	106,712			61,674	63,606
Assistant professors	25	99,000			54,127	55,737
Instructors	26	47,844			47,581	47,131
Lecturers	0					
No academic rank	0					
Total men	91	120,677			57,332	61,342
Women						
Professors	16	145,000			78,695	80,573
Associate professors	27	105,833			59,159	65,149
Assistant professors	23	102,266			51,951	60,559
Instructors	44	74,333			49,091	49,242
Lecturers	0					
No academic rank	0					
Total women	110	104,673			56,463	60,070
Total (men + women)	201	110,744			56,867	60,646

Part G4 - Salary Outlays for Non-instructional Staff**Salary Outlays
for Full-time Non-instructional Staff****Annual Salary Outlays, 2017-18**

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
<u>Research staff</u>	0	
<u>Public Service staff</u>	0	
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	48	1,784,521
<u>Management Occupations</u> 11-0000	28	2,599,179
<u>Business and Financial Operations Occupations</u> 13-0000	23	904,786
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	16	759,078
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	28	1,287,805
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	7	454,863
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	76	1,951,493
<u>Sales and Related Occupations</u> 41-0000	0	
<u>Office and Administrative Support Occupations</u> 43-0000	46	1,195,515
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	18	685,370
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	2	70,313

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native	1		
Asian			
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	31		
Two or more races	1		
Race and ethnicity unknown			
Total men	33	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native			
Asian	2		
Black or African American	2		
Native Hawaiian or Other Pacific Islander			
White	45		
Two or more races	1		
Race and ethnicity unknown	1		
Total women	51	0	0

Total (men+women)	84	0	0
Total from prior year	73		

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
Nonresident alien	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	0	0

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	0	0	0

Total (men+women)	0	0	0	0	0
Total from prior year				1	1

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff**

As of November 1, 2017

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Management Occupations 11-0000</u>	<u>Business and Financial Operations Occupations 13-0000</u>	<u>Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000</u>	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000</u>	<u>Healthcare Practitioners and Technical Occupations 29-0000</u>
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	0	0	0	0	0

Women

Race/ethnicity	<u>Management Occupations 11-0000</u>	<u>Business and Financial Operations Occupations 13-0000</u>	<u>Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000</u>	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000</u>	<u>Healthcare Practitioners and Technical Occupations 29-0000</u>
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	0	0	0	1	0

**Total
(men+women)**

0 0 0 1 0

**Total from prior
year**

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2017**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	31
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	0	0	33

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	47
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Total women	1	0	0	0	0	53

Total (men+women)	1	0	0	0	0	86
Total from prior year						74

Part D - Graduate assistants**Number of Graduate Assistants****As of November 1, 2017**

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men





Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien			1	1
Hispanic/Latino			0	0
American Indian or Alaska Native			1	1
Asian				0
Black or African American			3	3
Native Hawaiian or Other Pacific Islander				0
White			10	10
Two or more races			1	1
Race and ethnicity unknown			1	1
Total men	0	0	17	17

Women

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien			4	4
Hispanic/Latino			1	1
American Indian or Alaska Native			1	1
Asian		1		1
Black or African American				0
Native Hawaiian or Other Pacific Islander				0
White			14	14
Two or more races			2	2
Race and ethnicity unknown				0
Total women	0	1	22	23
Total (men+women)	0	1	39	40
Total from prior year			36	36

Part E - Part-time Staff by Occupational Category and Tenure Status**Number of Part-time Staff**

As of November 1, 2017

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Not on Tenure Track				
				Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	0	0	0	84	84
 Exclusively credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	84	84
 Exclusively not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		0
Combined credit/not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Instruction/research/public service staff	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Research staff	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Public Service staff	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Archivists, Curators, and Museum Technicians 25-4010	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Librarians 25-4020	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Library Technicians 25-4030	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
 Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Management Occupations 11-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Business and Financial Operations Occupations 13-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	1
Healthcare Practitioners and Technical Occupations 29-0000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total	0	0	0	 0	0	0	85	85
Total from prior year	0	0		1			73	74

Part H - New Hires, Full-time Instructional Staff by Tenure Status**Number of Newly Hired Full-time Permanent Instructional Staff**

(Hired full-time between November 1, 2016 - October 31, 2017)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include Primarily Instruction and Instruction Combined with Research and Public Service

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien								0
Hispanic/Latino				1				1
American Indian or Alaska Native				1				1
Asian		1						1
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		2		3				5
Two or more races								0
Race and ethnicity unknown								0
Total men	0	3	0	5	0	0	0	8

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year	Annual contract	Less-than-annual contract			
Nonresident alien								0
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White				6				6
Two or more races								0
Race and ethnicity unknown								0
Total women	0	0	0	6	0		0	6
Total (men+women)	0	3	0	11	0		0	14

Part H - New Hires, Full-time Staff by Occupational Category**Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2016 - October 31, 2017)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	0	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	5	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Two or more races	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	8	0	0	2

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	6	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>
Two or more races	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	6	0	0	4
Total (men+women)	14	0	0	6

Part H - New Hires, Full-time Staff by Occupational Category**Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2016 - October 31, 2017)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	0	1	1	2	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	0	1	1	1	0
Total (men+women)	0	2	2	3	0

Part H - New Hires, Full-time Staff by Occupational Category**Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2016 - October 31, 2017)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

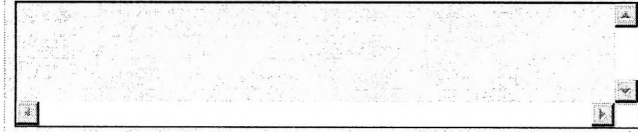
Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native						1
Asian						1
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	4		1			14
Two or more races						0
Race and ethnicity unknown						0
Total men	4	0	1	0	0	19

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino	1		1			2
American Indian or Alaska Native			1			1
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	5		3			21
Two or more races						0
Race and ethnicity unknown						0
Total women	6	0	5	0	0	24
Total (men+women)	10	0	6	0	0	43

Human Resources Survey Evaluation

Were any staff members difficult to categorize? If so, please explain in the box below.



Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

This survey component was prepared by:

<input checked="" type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other
Name: <input type="text" value="Diane Fitzsimmons"/>		
Email: <input type="text" value="diane.fitzsimmons@swosu.edu"/>		

How many staff from your institution only were involved in the data collection and reporting process of this survey component?

<input type="text" value="1.00"/>	Number of Staff (including yourself)
-----------------------------------	--------------------------------------

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	<input type="text" value="6.00"/> hours	<input type="text" value="4.00"/> hours	<input type="text" value="4.00"/> hours	<input type="text" value="4.00"/> hours
Other offices	<input type="text"/> hours	<input type="text"/> hours	<input type="text"/> hours	<input type="text"/> hours

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2017.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

Number of staff by employment status and occupational category: Fall 2017			
Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	493	86	522
Instructional Staff	201	84	229
Primary Instruction	201	84	229
Exclusively credit	201	84	229
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	48	0	48
Librarians, Curators, and Archivists SOC 25-4000	13	0	13
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	6	0	6
Library Technicians SOC 25-4030	7	0	7
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	35	0	35
Management Occupations SOC 11-0000	28	0	28
Business and Financial Operations Occupations SOC 13-0000	23	0	23
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	16	0	16
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	28	1	28
Healthcare Practitioners and Technical Occupations SOC 29-0000	7	0	7
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	76	1	76
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	46	0	46
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	18	0	18
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	2	0	2
NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.			

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2017-18								
Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				

All Ranks	29			172	201	1,896	\$12,992,760	\$6,853
Professor	7			30	37	354	\$3,297,263	\$9,314
Associate professor	10			36	46	444	\$3,232,564	\$7,281
Assistant professor	10			38	48	462	\$3,040,317	\$6,581
Instructor	2			68	70	636	\$3,422,616	\$5,381
Lecturer								
No academic rank								

NOTE: The above data are based on the Salary Outlays part of the IPEDS HR component. The Weighted average monthly salaries of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank, then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank. Salaries of full-time instructional staff paid less than 9 months per year are not collected. Also, salaries of medical school staff are not collected. The weighted average monthly salaries may be included in the DFR.

Human Resources

Southwestern Oklahoma State University (207865)

Source	Description	Severity	Resolved	Options
Screen: D - PT Staff, Occupation - 2				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	This part-time position reported last year was eliminated.			
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	This part-time position was eliminated.			
Screen: E - PT Staff, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	This position became full-time.			